## Dept. of Natural Resources Facts - FY '12

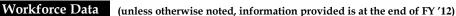
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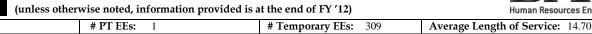
## **General Information**

# FT EEs:

Wallace Building Address: 502 East 9th Street

Des Moines, IA 50319-0034





Span of Control: 11.65 **Total Unemployment Insurance Claims: 43** 

Employee Age Groups			Supervisor Age Groups			oups_	<u>Females</u>		<u>Males</u>		
<25	2	45-54	254	<25	0	45-54	27	# of Females:	269	# of Males:	652
25-34	201	55-64	183	25-34	5	55-64	27	% of WF:	29.21%	% of WF:	70.79%
35-44	266	65+	15	35-44	18	65+	2	Average Age:	45.60	Average Age:	45.21
Employee Average Age: 45.32			Supervisor Average Age: 50.09			50.09	Average Length of Service: 13.71		Average Length of Service: 15.11		

<u>Minorities</u>		Non-minorities		Breakout of Minorities	Did Not Respond	
# of Minorities:	45	# of Non-minorities:	873	# African-American: 9	# of "did not respond":	3
% of Workforce:	4.89%	% of Workforce:	94.79%	# Asian/Pacific Island: 19	% of Workforce:	0.33%
Average Age:	47.07	Average Age:	45.26	# Am. Indian/Alaskan: 10	Average Age:	36.91
Average Length of Service:	13.93	Average Length of Service:	14.77	# Hispanic or Latino: 7	Average Length of Service:	6.33
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		Persons With No Disabilitie	<u>es</u>	Did Not Respond		
# of Persons With Disabilities:	22	# of Persons With No Disabilities:	840	# of "did not respond":	59	
% of Workforce:	2.39%	% of Workforce:	91.21%	% of Workforce:	6.41%	
Average Age:	49.60	Average Age:	45.01	Average Age:	48.24	
Average Length of Service:	19.23	Average Length of Service:	14.46	Average Length of Service:	16.50	

Officials/Administrators	Professionals	Technicians	Protective Service: Sworn
EEO Category 1: 93	EEO Category 2: 524	EEO Category 3: 153	EEO Category 4: 108
Protect. Serv.: Non-Sworn	Administrative Services	Skilled Craft	Service/Maintenance
EEO Category 5: 0	EEO Category 6: 38	EEO Category 7: 4	EEO Category 8: 1
Separation Rate: 4.20%	Hire Rate: 1.72%	Number Hires: 13	Transfer In: 3
Retirements: 17	All Terminations: 6	Voluntary Quits: 11	Transfer Out: 5
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# of Classes Used: 76	Most Populous Classes: Environmental Specialist (10	0), Natural Research Tech 2 (85), Conservation Officer (82)				
Separations - By Class:	Clerk-Advanced (3), Environmental Specialist (3), Information Tech Specialist 2 (3)					
# Eligible for Retirement:	24 Protect Serv 196 General – in next 5 yrs	% Eligible (Prot Serv): 22.22% %Eligible (Geneeral): 24.11				

## Leave and Benefits (unless otherwise noted, information provided is at the end of FY '12)

Vacation Payouts: \$337,089.83	Sick Leave Payouts: \$26,273.82		1 <b>al Payroll:</b> 2,489,640.79	Avg. Base Salary: \$63,009.20		Overtime Days Worked: 204.7	
Overtime Cost: \$58,996.96	Reassignment Pay: \$0		uitment Bonus Pay:	Retention Pay: \$0		<b>Exceptional Job Performance Pay:</b> \$0	
Vacation Pay - EarnedVacation Days Earned:Value: \$4,633,758.5318,853.0			Vacation Used Expense: \$4,276,701.37		Vacation Days Taken: 17,278.0		
Sick Leave Days Earned: 13,479.5	Reg. Sick Leave Used Exp \$1,213,872.46	ense:	Reg. Sick Leave Da 5,223.6	ys Used:	Converted Si 1,952.1	ck Leave To Vacation Days Used:	
Sick Leave -Earned Value: \$3,106,299.24			Avg. Sick Leave Da 5.67	ys Per EE:	Converted Si Expense: \$501,359.96	ck Leave To Vacation Used	
Injury Leave Used Expense: \$7,228,04	Injury Leave Days Used: 36.0	Class 0	ification Appeals:	Reclassifications Up (Filled):	12	Grievances Contract Grievances: 4 Disciplinary: 1	

Injury Leave Used	Injury Leave Days Used:	Classification Appeals:	Reclassifications		<u>Grievances</u>		
Expense:	36.0	0	Up (Filled):	12	Contract Grievances:		4
\$7,228.04			Up (Vacant):	1	Disciplinary:	1	
Funeral Leave Used	Funeral Days Used:	Extraordinary Pay:	Down (Filled):	0	Language:	3	
Expense:	143.4	\$0	Down (Vacant):	0	Non-Contract Grieva	nces:	0
\$33,845.26			Lateral (Filled):	3	Disciplinary:	0	
Jury Leave Used	Jury Leave Days Used:	Special Duty Pay:	Lateral (Vacant):	0	Language:	0	
Expense:	21.5	\$0	Approx. Annual New	Cost of	Arbitrations:		1
\$6,140.34			Reclassified Position	ns:*			
			\$102,668.80				
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<sup>\*</sup> based on difference between average of old and new pay grade FY '12. Vacancies and laterals were not calculated into the "cost."

Sources: Data Warehouse Queries; "Just the Facts for FY12" Almanac; Department of Management; DAS-HRE Labor Relations Team.

Date of Completion: December 2012

